

From the Acquisition Support Center Director



We begin 2004 by welcoming LTG Joseph L. Yakovac Jr. to his new post as our Military Deputy (MILDEP) to the Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASAALT) and Director, Acquisition

Career Management. I encourage you to read *Army AL&T's* interview with LTG Yakovac on Page 74 of this issue. He is a former Program Executive Officer (PEO) and Deputy for Systems Management and Horizontal Technology Integration at ASAALT who also brings experience as a former Commander, 2nd Battalion, 12th Infantry, 4th Infantry Division, Fort Carson, CO.

LTG Yakovac has promised to make himself available to the Acquisition, Logistics and Technology (AL&T) Workforce. His number one priority is to put "people" back into "personnel management." LTG Yakovac's focus will be on people and career development for both civilian and military personnel. And he's already "walking the walk and talking the talk." One of his first changes is to no longer rate senior O6-level project managers (PMs) or acquisition commanders. We can all expect to have eye-to-eye contact with those who senior rate us. The Acquisition Support Center (ASC), in coordination with our PEOs, is already implementing the MILDEP's revised rating guidance on colonel-level PMs and acquisition commanders. He also wants our officers to pursue "Diversity of Experience" and not stove-piped professional development.

We have established a task force to study a regionalization concept for assignments at the captain and major levels to support the MILDEP's request for officer diversity of experience. ASC has also initiated an Army Acquisition Corps (AAC) Transformation Plan as part of our ongoing Campaign Plan to further address the AAC's future and its evolving mission in support of the Future Force. The Transformation Plan is focused on embedding the AAC as an Army core capability, doctrinally integrating the AAC with the rest of the Army, leveraging strategic partnerships across the Logistics Enterprise and institutionalizing AAC roles within the Joint warfighting community. The AAC Transformation

Plan is a nested fit with the Army's overall transformation as spelled out in the Army Chief of Staff's Transformation Roadmap 2004. ASC looks forward to supporting LTG Yakovac and his initiatives to take us to the next level.

Here's a quick update for your planning calendars. The 2004 Acquisition Senior Leaders' Conference will be held Aug. 9-12, 2004, in Louisville, KY. The theme for this "by invitation only" conference is: *Supporting the Fight, Improving the Force, Building the Future*. More information will be posted to the ASC Web site as details become available, so check our home page frequently.

Speaking of conferences, if you're planning to attend the 2004 Association of the United States Army Winter Symposium and Exhibition in Fort Lauderdale, FL, March 3-5, stop by ASC's booth. As always, we will promote acquisition good news stories and explain how ASC is supporting the AL&T Workforce and Army Transformation. For the latest on conference and convention information, visit the ASC Web site at <http://asc.army.mil/public/news/events>.

I'd also like to call your attention to a career development opportunity on Page 94. There are 1-year developmental assignments available for DA employees at the GS-12 level in the Contracting and Acquisition Career Program (CP-14). The Contracting Career Program Office funds travel and temporary duty costs. This program provides tremendous opportunities for you to advance your acquisition career.

Army Chief of Staff GEN Peter J. Schoomaker has promoted 16 immediate Focus Areas that the Army needs to embrace. All of ASC's actions in 2004 will directly support these Focus Areas and the evolving Army Transformation to a campaign-quality Army with a Joint and Expeditionary mindset.

In December, I gave all ASC military, civilian and contract employees a copy of Army Values to review and put into practice. Please take a few minutes to review the seven Army Values at <http://asc.army.mil/armyvalues/>. I ask that you embody Army Values in all that you do as dedicated Army personnel and encourage other readers to do so as well because these Values are universal to public service. Remember, it's up to you to make a difference every day.

COL Mary Fuller

Director

Acquisition Support Center



AHRC Notes

FY03 Major Promotion Board Results

The FY03 Major Promotion Board results were released on Sept. 4, 2003. This article will analyze the board results.

Overall Acquisition Corps Results

Board members reviewed the files of 133 Army Acquisition Corps (AAC) officers in the primary zone (PZ) of consideration for promotion. From this population, the board selected 120 officers. The resulting PZ selection rate of 96 percent is a 2.0 percent increase over last year. The Army's competitive category PZ selection was 93.8 percent. There were 28 AAC officers considered for above-the-zone (AZ) promotion and the board selected 20. The AAC selection rate for AZ is 71.4 percent. The Army's competitive category AZ selection was also 71.4 percent. In addition, two AAC officers were selected below the zone.

What was the trend for those selected?

Again we are seeing that the selection to major is a reflection of how well an officer performed in his or her basic branch assignments. Most AAC officers have few, if any, Officer Evaluation Reports (OERs) from acquisition assignments when the Major Promotion Board meets.

The *most important* discriminator continues to be company command OERs. Board members appear to use command reports as the measure of an officer's ability to succeed as a major. The senior rater's narrative must quantify an officer's performance when their profile did not support an *above center-of-mass* (i.e., top five percent, number three out of 10). Additionally, senior rater narratives that focus on an officer's potential (i.e., promote below the zone, send to Command and General Staff College, ready for battalion XO/S3 now) were generally more effective than OERs that focused on what the officer accomplished. Officers with overall center-of-mass *files* and "top block center-of-mass" command OERs were at risk for promotion. The OER clearly communicates the senior rater assessment on which officers they place above center-of-mass.

The message is clear — seek company command, do well and maintain high-level performance on all other assignments.

Congratulations to the following officers selected for promotion:

Aiken, Terry J.	Hall, Lamont J.
Allison, Randy S.	Hanson, Michael G.
Anderson, Joseph S.	Henderson, Roger G.
Ansley, Steven R. Jr.	Hernandez, Delisa L.
Atkins, Thomas J.	Hoecherl, Joseph A.
Badar, Patrick J.	Hofmann, Daniel M.
Bailey, Curtiss M. Jr.	Hollister, Carl J.
Bates, Archie P. III	Hopkins, Paul T. Jr.
Beall, Scott T.	Huff, Tom T.
Besaw, Craig S.	Irvine, Marguerite D.
Betts, Eric S.	Jackson, Shannon C.
Blaney, Jeffrey D.	Jacobson, Kathleen J.
Brumlow, David G.	Jenkins, Shawn T.
Buck, John M.	Johnson, Ellsworth K.
Burris, Joshua R.	Jury, Matthew A.
Cahill, Michael S.	Klopotoski, Dean T.
Calvaresi, Chad A.	Lackovic, Christopher J.
Carrera, Daniel S.	LaFontaine, David R.
Carter, Don C.	Larkin, Kevin L.
Charles, Melody J.	Lowrey, Douglas S.*
Clark, Philip R.	Lozano, Francisco J.
Cline, Todd C.	Lucas, Shawn P.
Collier, Tijuana D.	Lucius, Tommie J.
Conroy, Michael P.	Lundy, Jacques S.
Cotto-Arroyo, Luis	Mayo, Louis D.
Craft, Paul G.	Mazure, Paul D.
Crawford, Jacob E. III	McGowan, Dennis M.
Crawford, Leo R. Jr.	McLinnaham, James O.
Crespo, Luis	Mendoza, Wendell L.
Crosby, Troy W.	Mills, James C.
Cummings, Kenneth F.	Morgan, Keith S.
Cunningham, Craig H.	Morris, Kenneth L.
Dean, Glenn A. III	Nerdig, Daniel A.
Dellert, Gregg M.	Nerenberg, Steven L.
Dills, Jack E.	Newson, Marcellus J.
Dooley, Matthew R.	Nicholson, Jennifer A.
Duchemin, Edgar R.	Olmstead, Michael G.
Durant, Jon R.	Panozzo, Paul R.
Erickson, Patrick R.	Patterson, Neil P.
Ford, Christopher M.	Pearson, Mollie A.
Franklin, Francene M.	Pettengill, Edmund K.
Gamel, Dannell T.	Phillips, Bryan K.
Gentry, Todd M.	Phillips, Jeffery E.*
Giese, Joseph H.	Phillips, Lewis H.
Gray, Michael G.	Powers, Arthur B.
Gruchacz, Brian J.	Price, Paul E.
Guffy, Kent G.	Qualls, Teddy D.